"KEEPING AMERICA'S NAVY #1 IN THE WORLD"
KEYNOTES
KEYPORT, HAWAII, SAN DIEGO, HAWTHORNE
NAVAL UNDERSEA WARFARE CENTER DIVISION, KEYPORT

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Keynotes at a Glance

NAVSEA WARFARE CENTERS KEYPORT

MK 54 Torpedo Headed Towards Full Production

By Diane Jennings, Public Affairs Officer, Code 00P

The future has arrived for the Navy's newest Lightweight Torpedo. A concept since the early 1990's, the MK 54 has been called the "Lightweight Torpedo of the 21st Century." The team that collaborated to design, develop, and test the MK 54 Torpedo includes many members from NUWC Divisions Keyport and Newport, Raytheon, and the Torpedo Program Office (PMS404). The MK 54 Torpedo is a highly capable, shallow-water, lightweight torpedo with minimized development, procurement, and ownership costs—a win-win-win for the Fleet!

Starting with re-use of the MK 46 Torpedo propulsion system, engineers at NUWC Newport and Raytheon worked together to design the best electronic systems into the MK 54, using proven torpedo subsystems from the MK 50 Lightweight Torpedo. Where advantageous, they also introduced commercial off-the-shelf digital technologies into new electronics assemblies. Land-based performance testing by NUWC and Raytheon coupled with weapons simulation testing at NUWC Newport's Weapons Analysis Facility resulted in a very efficient development process. In this manner the weapon's hardware design and tactical software could be extensively tested in simulated environments prior to use in live firings of exercise weapons on tracking ranges and in open ocean tests. The hard work of the design engineers paid off as the number of in-water runs required for MK 54 development, test, and evaluation was less than one-third the number of sea runs required for the MK 50 Torpedo during the same development phase. "The MK 54 designers at NUWC Newport and Raytheon did a great job of optimizing the design and tactics to be included in each sea run before the exercise weapons were built by NUWC Keyport," said Pete Greene, Keyport Weapons Systems Engineer, Code 45.

MK 54 Team

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Top Ten Goals and Priorities

CAPT Daniel Looney, Commander, Naval Undersea Warfare Center Division, Keyport

We continue to accelerate our Warfare Center Alignment and Transformation efforts as we move into FY05. I would like to thank everyone for participating in the Round 2 GENESYS Survey, which provides us a tool to help assess how we are progressing with our Transformation journey and changing the way we are running our business. With over 70 percent participation at Keyport, your inputs and feedback will be extremely important in helping us steer the way ahead. Well done to all.

As we march smartly into Phase Five of the NAVSEA and Warfare Center's Transformation plan, our focus will be on implementing *Lean* principles, achieving Level II collaboration, and fully implementing our Human Capital Strategy to develop and shape our workforce for the future. Our Technical Operations Manager, Mr. Steve Lunde, the Division's Board of Directors, and I developed the *Top Ten Goals and Priorities* listed below to guide us. We will be updating these goals on a quarterly basis and will discuss them during our upcoming brown-bag lunch sessions. The Top Ten are:

1. **Implement a standardized approach for our Human Capital Strategy.**
   - Develop an annual process that provides the tools necessary to conduct a gap analysis of the numbers and types of skilled employees we will need in the future; and determine mitigation strategies that account for PAD and Division strategic business plans, forecasted workload, maintenance of core technical capabilities, and adjustments for our savings initiatives.
   - Align our Human Capital Strategy process with our budgeted training requirements and incorporate results into individual development plans. Complete first pass in CY04 and fully implement in CY05.
   - Provide tools for supervisors and the workforce for career development. Establish high-grade models and career guides to aid in mentoring, workforce development, and succession planning.
   - This process will provide the means to shape our workforce for the future Navy and enable us to execute our mission effectively.
   - Implement changes to our awards and recognition process that emphasize the importance of innovation, collaboration, and obtaining savings through process improvement.

2. **Accelerate NAVSEA Warfare Center Transformation and Alignment Initiatives.**
   - Continue to improve Division CONOPS to achieve clear understanding by our workforce about how we operate, and develop the cultural changes necessary to deliver our products and services efficiently.
   - Conduct an analysis of Round 2 of the GENESYS Survey to re-assess actions and adjust priorities for areas of emphasis to achieve alignment with CNO and NAVSEA goals.
   - Update and continue to improve our Communication Plan.

3. **Accelerate the execution of Savings Initiatives.**
   - Complete execution of FY04 "2% Intelligent Target" plan of actions to demonstrate in FY05 achievement of $6.7 million in savings for FY06.
   - Transition to the NAVSEA SeaPort-e contracting vehicle for support services and document savings.
   - Identify the next set of intelligent targets to achieve additional savings for Program/Budget Review 2007.
   - Establish clear metrics to track, capture, and return savings to the Navy.

4. **Lead the Navy's efforts to operate the Torpedo Enterprise as one seamless and efficient operation that will increase output to the right levels.**
   - Implement the Warshot Reliability Action Panel and Torpedo Certification Examination Board process improvements.
   - Assume a leadership role for the *One Torpedo Enterprise* production initiatives.
   - Change our culture to become the Navy's lead and top-performing torpedo maintenance center. Consistently demonstrate that we are the Best Athlete.
   - Improve our contractor partnerships to document and take advantage of the benefits to the government and achieve the goals of our designation by the Secretary of the Navy as a *Center of Industrial and Technical Excellence*.

5. **Continuously seek Test & Evaluation capability enhancements and increased efficiency of operations.**
   - Complete the NW USW Range Complex Environmental Impact Statement/Overseas Environmental Impact Statement.
   - Develop core capabilities to be recognized as the Nation's Weapons and Undersea Vehicles Test and Evaluation Best Athlete.
   - Transition to the MK 30 Mod 2 Mobile Target.
   - Leverage our T&E expertise and technology to improve ASW training support.
     - Increase Trident training opportunities in conjunction with torpedo T&E/proofing.
     - Improve overseas ASW training capabilities and support.
     - Provide real-time analysis and assessment.

6. **Provide support for, and implement, major Navy Realignment Initiatives.**
   - Transfer supply chain management functions to Fleet Industrial Supply Center, Puget Sound, in accordance with the Virtual SYSCOM MOA.
   - Finalize all Commander, Naval Installations (CNI) MOAs and Installation Services Support Agreements following WC/CNI MOA guidance.
   - Monitor and assess support services provided under these two Navy initiatives.

7. **Become recognized as the Submarine Force's expert for planning and executing Alteration Installation Team (AIT) and Tech refresh.**
   - Continuously improve and standardize the advance-planning process.
   - Train AIT Leads in SubSafe requirements and become experts in production project management.
   - Develop and use metrics to steer continuous improvement efforts.

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Job Satisfaction

Researchers indicate job satisfaction has a significant impact on our personal happiness. A study by Dr. James Bavendam of Bavendam Research, Inc., Mercer Island, is one of thousands of Internet sources addressing this topic. In a recent *Special Reports* (Volume 6) article titled "Managing Job Satisfaction," Dr. Bavendam found that *opportunity* is, by far, the single strongest driver in determining our job satisfaction, followed by *stress*, *leadership*, *work standards*, *fair rewards*, and *adequate authority*. If all of these factors are positive, job satisfaction is likely to be high; and conversely, if they are low or negative, job satisfaction suffers. To read this article in its entirety, see: http://www.employeesatisfactions.com/.

Opportunity refers not only to the possibility for promotion; it also includes challenging work, chances to participate in interesting projects, and the opportunity to take on increased responsibility. By taking classes, volunteering for teams, suggesting process improvements or innovations, and demonstrating leadership, you will find yourself prepared for the next opportunity when it comes.

Stress or job pressures may not seem conducive to job satisfaction; however, a job with no pressure to produce would be boring and would generate little recognition for doing well, resulting in reduced job satisfaction. As long as the stress is from challenging, yet attainable goals, job satisfaction will generally be positive. In WWII a foreman in a steel mill happened to chalk the number of tons of steel that his men produced during their shift on the floor. The next day the other shifts wrote in their own higher numbers. Productivity rose as the men worked harder and more productively to be the best. That is the good kind of stress that increases job satisfaction. Of course when stress is a result of unrealistic production goals, a hostile working environment, or severely inadequate facilities, frustration and job dissatisfaction follow. If that is your situation, talk to your supervisor as the first step in resolving the problem. If it isn't resolved or can't be resolved at that level, buck the problem up the chain of command—to me, if necessary.

This graph illustrates the relative importance of various factors affecting job satisfaction, based on a study of 15,000 largely white-collar employees. When these six factors were high, job satisfaction was high. When the six factors were low, job satisfaction was low. *(Reprinted with permission – Bavendam Research, Inc.)*

Leadership is the third factor. Not surprisingly the Bavendam study found that employees were "more satisfied when their managers were good leaders." Inspirational managers are able to motivate employees to strive for excellence—and that leads to increased job satisfaction. Keyport provides ongoing training for our managers and supervisors to keep them up to date on their leadership skills. If you are interested in leadership, talk to a leader you admire about becoming your mentor and take advantage of the many development opportunities offered to help you advance in your career.

Work standards refer to the expectations for the quality of the product and the productivity of the worker; it also encompasses feedback that enables employees to know whether they are meeting those standards. Customer Surveys, direct feedback from customers through daily contacts, audits, certification boards, and inspections are just a few measures of the quality of our products and services. *Work standards* correlate with job satisfaction most strongly when the entire workgroup takes pride in the quality of its work. Communities of Practice are one avenue to facilitate the identification of best practices, which will help increase both the quality of our products and our productivity.

Steve Lunde
Technical Operations Manager
Naval Undersea Warfare Center
Division, Keyport

Fair rewards and feeling appreciated results in higher job satisfaction. This is a difficult management area because there are so many variables that must be considered: employee productivity, contributions to the team, benefit to NUWC and the Navy, contributions of others doing similar work, job experience, employee skill and ability, quality of the work produced, extra duties being performed, personnel and financial regulations, availability of funds, consistency, difficulty of task, etc. Not all rewards are monetary, however, and in general all types of recognition increase job satisfaction. (See Mr. Dick Bonin's article on this topic on page 5.)

Adequate authority relates to the freedom and authority to control your own job rather than being rigidly constrained without a means to input suggested changes—or worse, to have suggestions ignored or rejected without a reasonable explanation. You will repeatedly hear RDML Johnson, COMNUWC, and Mr. Dick Bonin, NUWC Technical Director, CAPT Dan Looney, and myself encourage your ideas and innovation. Experience both here and in industry has found that the best decisions are made when employees at the lowest levels in the organization are empowered to make decisions and/or contribute to them. Those authorized to make a decision are then also responsible for the

Job Satisfaction
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COMNUWC "All Hands" Forum

By Marietta Atwater, Keynotes Editor, Code TOMC

▲ RDML Stephen Johnson, COMNUWC, conducts his first "All Hands" Forum at NUWC Keyport.

"Success starts with people and you are the success that lies ahead," RDML Stephen Johnson, COMNUWC, told the audience during his first "All Hands" Forum held at NUWC Keyport on August 16. He went on to make several points that served as the framework of his message:

- "Common sense is not common….It is remarkably rare and it often takes patience to share it….
- We need to foster innovation…to find a way to communicate your discoveries….
- We will have a shorter reporting chain and, in general, that's good; it will also have some downsides….
- We need to measure our work and monitor our own level of productivity…."

He summed up his rapid-fire description of his vision by saying, "I will support you."

Interweaving stories of his dad and uncle's experiences as they fought across the Pacific—"It's a Navy family that I come from"—and stories of his father's innovations during his career in industry—"It's also a family of engineers"—he showed how common sense, innovation, and the value of *Lean* Manufacturing and Integrated Process Teams were learned at the dining room table. The titles we have today for process improvement were simply called "common sense" in his father's day. Making the transition to today, he said, "There is always some resistance to new ideas no matter how much common sense is involved. So, the greater responsibility for the long-term health and vitality of the Keyport Division lies with you—the employees. It lies with me—the Commander. It is central to why we've done the reorganization of the laboratories—of the Warfare Centers—and it's central to the way ahead…."

Speaking of his shared vision, he said, "VADM Balisle [COMNAVSEA] and I share a common vision—our vision is that we must rebuild the Fleet and we must institute efficiencies in our own operations so as to increase the number of ships and submarines that we build; and that requires *Lean* Manufacturing techniques; it requires Integrated Process Teams; and, most of all, it requires common sense."

Reassuring the audience that the impact of the changes will not impact their jobs, RDML Johnson emphasized, "I do not expect any displacement at all of people by the actions we are taking with Realignment or with *Lean*. I'll say it again. I expect no displacement of people….We have the opportunity to continue to hire; we have the opportunity to shape the workforce for the work that lies ahead; we have the opportunity to invoke *Lean* and other productivity measures without concern that people will be displaced."

Regarding a shorter reporting chain, he said, "The lines of authority in the organization are flatter, shorter, and they are sized and shaped (not perfectly, but we'll work on that) so that you can have a greater voice in the efficient operation of Keyport."

RDML Johnson asked the workforce to think critically about the work we are doing. "Do the right work at the right place at the right time," he said. "Let's be efficient. Let's use common sense. The timely execution of the task at hand is the key….We have to measure our own work, monitor our own level of productivity, and that means developing a way of looking at the task and achieving it in a more efficient manner. Numbers have little meaning in and of themselves….Investigating opportunities requires a little bit of effort."

A member of the audience asked about the new Military Construction Project (MILCON P-381), soon to be constructed on the site of the demolished Building 83. Noting that the $7.8M project is designed and intended to accelerate the rate of test and evaluation, particularly for UUVs, he said, "…That's only the beginning. It is a building of opportunity and Keyport is the right location."

The next question led the Admiral to discuss the one Warfare Center concept and how that will impact Keyport. "The more things change, the more they'll stay the same," RDML Johnson responded. He explained that the budget for the entire Warfare Center is managed at the national level. Work is [will be] assigned at the national level. (He said it will take a few years for that transition to be completed as the FY05 work is already 70 percent adjudicated and is on track, so he doesn't expect much change; however, future work planned for FY06, FY07, and FY08 will be assigned at the national level.) Hiring will be controlled at the Warfare Center Enterprise level. "People certainly won't be picked at that level, but CAPT Looney will justify the people he needs to shape the future workforce, as well as conduct the work assigned….The size of the organization is set by the workload." He assured the audience there is no shortage of work. "We are already operating to a large extent on a national level, but without the coordination and synergy that brings productivity. That's the difference about the years that lie ahead."

Closing his remarks with a reminder that the GENESYS Survey would be conducted September 8-24, he encouraged participation in the survey. "I will read those survey question responses—every one of them," he promised. "Success is about people, and I look forward to learning more from you. I appreciate your hard work. I look forward to the work ahead."

On-Site Contractor Partners – A Vital Part of the Team

Mr. Dick Bonin, Technical Director, Naval Undersea Warfare Center

At Newport and Keyport, NUWC has over 1,300 on-site contractors. They work for local management, engineering, or logistical support companies and work day by day, side by side with our government employees. I got to thinking about on-site contractors and their contributions and would like to share some of my thoughts.

The definition of a contractor is "a person who agrees to furnish materials or perform services at a specified price." I don't think that really captures the essence of our on-site contractors. The definition of a partner is "an ally, a person associated with another in a common activity or interest, sharing a common goal." This is a much better description of these people and what they do.

Many of these "partners" have been with us for 30 years or more. They, like us, have dedicated their careers to our organization. They care deeply about the work that we do. One, whom I'm reminded of, works for one of our local management support companies. He has worked on site in Code 81 at Newport for over 30 years. He provides weekly highlights, action items, documentation, and other administrative support. His group has come to rely on him, and he will be missed when he retires at the end of the year. Another who comes to mind is a former Navy technician, who came to us more than 20 years ago with a wealth of valuable experience. He develops special test interfaces for submarine sonar testing and is an important part of that effort.

We have become reliant on these "partners"—they are such a fundamental part of the team that we often take them for granted. They can't, for governmental regulatory reasons, be part of our rewards and recognition system, so they can't always share in our success. But they are part of the team, a vital part.

What can we do? Most people just want to be appreciated, and they want to know that they are an important part of the organization; they want to know that their contributions are recognized. I know that we can give them that. They deserve that. If you are one of the government people who treat your on-site contractor as an equal member of the group, then congratulations and keep up the good work. If you aren't, then please consider them and their contributions; think about them and try to treat them as you would any other member of your government team.

And, let's not forget the many "partners" who support us off site. Though they do not work side by side with us day by day, their role is equally appreciated. They provide financial, management, engineering, and documentation support. They help develop and execute the many systems that allow us to accomplish our mission. Their presence may not be as apparent as those who work on site, but their contributions are critical; and they are appreciated as members of the team.

At NUWC, we emphasize the importance of people. By showing our appreciation to our contractor personnel and treating them as partners, we can go a long way in enhancing their morale in this era of budget constraints and changing times.

Keyport ISO 14001 EMS Expansion – Certified!

By Dean Kohn, Environmental Director, Code 172

Keyport recently received ISO 14001 Environmental Management System (EMS) certification from ABS Quality Evaluations, Inc. (our registrar), for successfully expanding our system to include operations at Hawthorne Detachment; at our Fleet Operational Readiness Division, San Diego; and at Detachment Pacific in Hawaii (Oahu and Kauai Islands). This new certificate indicates that the Environmental Management System employed by our detachments and at Keyport, at our Undersea Warfare Annex at Bangor, and at the Washington Ranges is certified to be in compliance with ISO 14001. Keyport now has certified ISO 14001 Environmental Management System and ISO 9001 Quality Management System coverage at all of our facilities.

The successful implementation and certification of both systems is a direct result of your hard work. Bravo Zulu to all hands for their part in achieving this milestone. Congratulations to ALL for a job well done!

EMS Implementation Team leaders hold the ISO 14001 EMS certification banner and registration certificate (left to right): Alan Giang, EMS Manager, Code 1721; Dean Kohn, Environmental Director, Code 172; CAPT Dan Looney; and Fabio D'Angelo, Environmental Quality Assessment Manager, Code 1721.

Selection of Mission Capability Managers Announced

By Don Aker, Technical Operations Manager, NUWC Newport

COMNUWC has announced the selection of eight Mission Capability Managers (MCMs). Establishment of these managers, who will concentrate on their specific mission areas, is considered a critical initiative of the NUWC Realignment.

The eight MCM areas of responsibility are:

- ASW (Anti-Submarine Warfare);
- USW (Undersea Warfare) Training;
- USW Homeland and Force Protection;
- USW Special Operations Forces;
- USW Integrated Logistics Services;
- USW Information Operations;
- USW FORCEnet; and
- USW Strike.

Like the Customer Advocates, the MCMs are charged with "perforating the stovepipes." They are end-to-end USW mission focused. They will develop and use their mission and system engineering knowledge and expertise to evaluate USW mission capabilities across disciplines and product lines to ensure that the best solutions are provided to the Fleet in the area over which they are cognizant. They are a principal, internal "honest broker" for their mission area, committed to the Sea Power 21 vision.

The MCM's focus is to ensure that the Navy receives the products, services, material, and equipment required to successfully execute in their mission area. Each will promote a mission-related perspective within NUWC and provide the feedback and guidance to leadership to ensure NUWC's alignment with Fleet-endorsed, mission-related initiatives and implementation strategies. They will explore and advocate non-traditional solutions to the established and emerging USW mission areas as well.

The MCMs are also tasked to:

- Develop a comprehensive understanding of the Navy's requirements for their mission area;
- Identify the required initiatives and communications with appropriate Fleet, government, industrial, and academic organizations to ensure that current programs satisfy those requirements;
- Provide comprehensive feedback of specific program shortfalls and vet those shortfalls through an internal NUWC process that involves the Product Area Directors (PADs), Division Commanders, Technical Operations Managers, Director of USW (DUSW), and Director of Systems Engineering;
- Stimulate and advocate the innovation and integration of systems/capabilities to achieve transformational end-to-end warfighting capabilities;

MCMs Announced

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MCM: ASW

Dr. Pierre Corriveau,
Newport, Code 06

Peter Herstein,
NUWC HQ, Code 01A

MCM: USW Training

Gary Streimer,
Newport, Code 74

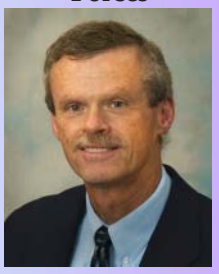
Tom Lacey,
Keyport, Code 41

MCM: USW Homeland and Force Protection

Jim Pollock,
Newport, Code 01H

Scott Rarig,
Keyport, Code 44

MCM: USW Special Operations Forces



Wayne Banks,
Newport, Code 601

MCM: USW Integrated Logistics Services

Scott Wills,
Keyport, Code 10

MCM: USW Information Operations

Mike Maguire,
Newport, Code CC3

MCM: USW FORCEnet

Gene Hackney,
Newport, Code 01X

MCM: USW Strike

Ed Rishmany,
Newport, Code 2243

Navy Partners with United States Geological Survey to Study Hood Canal Dissolved Oxygen Levels

By Diane Jennings, Public Affairs Officer, Code 00P

(Left to right): Jim Armstrong , Small Craft Operator, Code 21, looks on as Jose Rojas-Erazo, Deckhand, signals "all clear" to lower the tripod sensor.

The low levels of dissolved oxygen in Hood Canal are a troubling environmental concern to many people. An important waterway in Puget Sound, Hood Canal looks pristine on a sunny day—deep blue waters bordered by green mountains beneath clear blue skies. But the evidence of a serious problem beneath the surface is mounting, with dead sea life washing up on shore due to a lack of oxygen in the depths of the waters in which they live and "breathe." Many are concerned—Hood Canal residents, the Hood Canal Salmon Enhancement Group, the State of Washington, Congressman Norm Dicks, and the United States Navy, to name a few.

Earlier this year, Washington State Governor Gary Locke announced that an action team was being formed to study the problem in Hood Canal, to bring us closer to understanding what is causing the low oxygen levels. Navy Region Northwest and NUWC Keyport are a part of that team. Congressman Dicks, whose home is on the shores of Hood Canal, is also intensely interested in solving this problem. He is aware that this situation is not unique to our state but is occurring on the east coast as well. He's very aware of the Navy's presence in Dabob Bay and Hood Canal and asked if we could apply our resources—mainly in deploying and recovering sensors—to help to solve this problem. As stewards of the environment, we are working with the State, Hood Canal Salmon Enhancement Group, University of Washington, United States Geological Survey (USGS), and many others to try to solve this problem.

On August 26, personnel from Keyport teamed up with the USGS to deploy sensors to be used to assess the levels of dissolved oxygen in Hood Canal. The Navy craft from NUWC Keyport deployed two large sensor tripods for the USGS in the southern portion of Hood Canal near Union, WA. The day was nearly perfect, with only a few clouds and warm weather. While it rained mid-day at Keyport, rain clouds stayed away for the USGS and Navy team.

The sensors on each tripod are identical. They measure conductivity, temperature, depth, and oxygen levels; they will also record water currents and measure particulate matter in the water column. The tripods will be left in place until the end of October, when the Navy will retrieve them for USGS. The collected data will then be downloaded from the sensors and used for interpretation and environmental modeling of the conditions in Hood Canal.

According to Marlene Noble, a USGS acoustical oceanographer, "We'll measure average current speed every 5 minutes from every meter in the water column from near the seabed to up near the sea surface so we get a very good profile of what the currents are doing in the water column. We have instruments that will tell us what the temperature and salinity of the water are near the seabed and how that changes over the tide cycles and over the 2 months.… Another sensor we have…measures how much oxygen is in the water. It also has a pressure sensor on it so you can tell how high the tides are; and as the tides go in and out, we can look at the water-level changes."

Marlene Nobel, USGS acoustical oceanographer, aboard Keyport range craft.

While the tripods can't be seen from the surface, their locations are recorded using GPS coordinates. When it is time to retrieve them, a device called an "acoustic release" will be triggered that will allow the buoys to float to the surface so they can be retrieved. The data will be valuable in helping scientists begin to understand the big picture of cause and effect in Hood Canal. According to Noble, "The data from these instruments will be used to calibrate several numerical models that people have constructed trying to determine how the flow patterns work in Hood Canal."

MCMs Announced
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- Facilitate the establishment of cross-departmental teams in support of the identified mission. The MCM will provide leadership for, and coordination of, mission-related tasks and activities across the Divisions;
- Provide guidance to PADs and DUSW for the development of competencies to enable end-to-end system integration engineering in support of mission capabilities; and
- Provide advocacy to facilitate collaboration and teaming across Warfare Centers and SYSCOMs to achieve robust mission capabilities (i.e., Sea Power 21) and meet all USW requirements.

Join me in congratulating the new MCMs on their new assignments!

Keyporter to Serve as NUWC HQ On-Site Rep

By CAPT Dan Looney, NUWC Keyport

Jo Ellen "Jodi" Johnston, Supervisory Technical Specialist, Code 42, will serve as an On-Site Representative at NUWC Headquarters for 1 year.

It is a pleasure to announce the selection of Ms. Jo Ellen "Jodi" Johnston as the NUWC HQ On-Site Rep at Newport, RI, for the next year. Jodi has extensive experience in many areas of Keyport including both product lines and business operations. She has managed Fleet Support technologies, Distance Support, Integrated Logistics Support, web-based data on-line technologies, Security and Fire, and Administrative Services during her career here. She also has served as the Strategic Planning Manager and a member of the Command Executive Staff. Keyport's NUWC Headquarters representative is a critical presence within the larger Warfare Center organization and Jodi is uniquely qualified to fill it. Her effective dates of assignment are September 20, 2004 through September 19, 2005. Please join me in congratulating Jodi on being named to this important new responsibility.

New Department Heads

New Code 05 – Sue Campana

CAPT Looney recently announced the selection of Ms. Sue Campana as the new head of the Resource Planning Department, Code 05. Sue had been the head of our Workforce Services Division in Code 10. She has a broad depth of experience across Keyport including program analysis, In-Service Engineering, Station administration, BRAC coordinator for Keyport, and her most recent role in workforce development. Her education includes an Associate's degree in Business Administration, a Bachelor's degree in Business Administration, and a Masters of Public Administration degree from Indiana University. She has been active in interfacing and coordinating with NUWC Headquarters, NAVSEA, and Division Newport, as well as other commands, routinely providing representation of Division Keyport to Admirals and SES-level executives. She began her new assignment on September 5, 2004.

New Code 40 – Jeff Trent

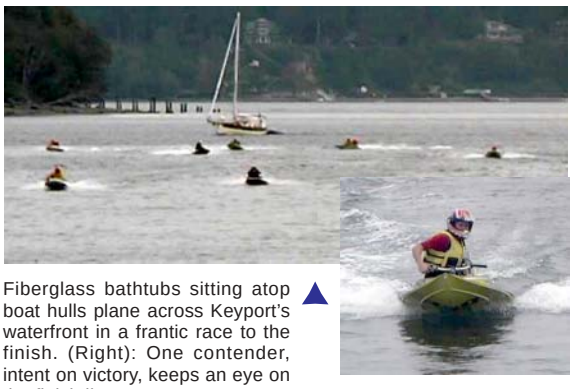
The selection of Mr. Jeff Trent as the In-Service Engineering and ILS Department Head, Code 40, was recently announced by CAPT Looney. Jeff has served as the Deputy Department Head of Code 40 and has been Acting Department Head since Mr. Mike Kelf's retirement. Jeff has extensive experience developed through engineering-level assignments and management positions in In-Service Engineering, Integrated Logistics Support, and Design Agent and Technical Direction Agent support. He has worked on a variety of programs including Lightweight Torpedoes, Mine Warfare, Aircraft Carrier Tactical Support Center, Submarine Combat Systems, Tactical Tomahawk Weapons Control System, Naval Fires Control System, and Foreign Military Sales. Prior to coming to work at Keyport, Jeff was employed at Puget Sound Naval Shipyard as a Nuclear Engineer. He graduated from Montana State University with a Bachelor's degree in Mechanical Engineering and holds a Masters of Public Administration degree from Indiana University. He is DAWIA-certified at Level III in Systems Planning, Research, Development and Engineering. His new assignment began on September 5, 2004.

Keyport Holds 3rd International Friendship "Bathtub" Race

By Diane Jennings, Public Affairs Officer, Code 00P

Keyport hosted its 3rd International Friendship Bathtub Race, sponsored by the Loyal Nanaimo Bathtub Society, on Saturday, September 4. One of several sanctioned races, this year's event brought 14 Canadian "bathtubbers" and their families to Keyport. A barbecue picnic was held following the race at the Shallow Lagoon. The tubbers enjoyed their visit to Keyport and raced the following day in Silverdale.

Bathtub racing has been popular in Canada for nearly 40 years. In coordination with the Canadians, Bremerton's American Legion Post 149 has been hosting the International Friendship Bathtub



Fiberglass bathtubs sitting atop boat hulls plane across Keyport's waterfront in a frantic race to the finish. (Right): One contender, intent on victory, keeps an eye on the finish line.

Bathtub Race

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Legacy Gyro Replacement Team Draws Rave Review: *Innovative, Proactive, Enterprising, and Invigorating*

By Ron Krell, Anteon Corp., with input from William Bertelli, Sikorsky Aircraft

When they began, it is certain that John Miskimins, Code 32, and the members of the Keyport Legacy Gyro Replacement (LGR) Team he leads did not realize the impact that their innovative solution to a gyro obsolescence problem would have.

The Team previously developed a replacement rate sensor gyro package for the F/A-18 *Hornet* aircraft that exceeded all requirements, outperformed the legacy rate gyro, and reduced the price tag from $20K to $6K per unit. It also increased the gyro's life expectancy from 2,200 flight hours to over 100,000 hours. (See *Keynotes*, June 2004, page 13.)

NAVAIR's PMA-209, Common Avionics, took note of the Team's success and asked Keyport to propose replacements for four more legacy rate gyros and two displacement gyros installed on the H-53 *Sea Stallion* and *Sea Dragon* helicopters, five models of the H-60 *Seahawk* helos, and the P-3C *Orion* ASW aircraft and its sister airplane, the EP-3E electronic signals intelligence reconnaissance plane. Variants of Keyport's design are also being considered for the EA-6B *Prowler* Electronic Countermeasures aircraft and the E-2C *Hawkeye* airborne early warning command and control aircraft—piggybacking on the basic design to save costs and expand the savings. PMA-209 wanted to replace the sensors with ones that were much more reliable, lighter weight, and required less power. And of course they had to fit in the same physical space and have the same input/output parameters as the units they were replacing. Oh, and they had to cost less, preferably a lot less!

The Team considered adapting the rate sensor solution it had developed for the F/A-18 *Hornet* for each of the four new applications. But the rate-sensing element, a Systron-Donner QRS-11 Quartz Rate Sensor was, at $2.7K, still fairly expensive. Also input power and output signal requirements on the different aircraft were all different. The H-60 Flight Control System sensor needed 26 volts AC input power and had to generate an output signal of 0.125 volts DC; the H-53 needed 115 volts AC in and 0.155 volts AC out; and the EA-6B sensor required 115-volt AC power in, but a mere 0.173 microamps DC out. The Team brainstormed to find a solution to the disparate input/output requirements yet still meet the reliability, weight, space, and cost constraints. Their solution was brilliant in its simplicity. Use a common "core" module that provides the basic rate sensor for all four applications, then plug that module into a platform-specific housing assembly containing two modules, one for power conditioning and one for signal conditioning. By having variants of the latter two modules designed to interface with their specific aircraft, the core module with the sensor could remain essentially unchanged, making it less expensive to manufacture.

Keyport Legacy Gyro (LGR) Core Replacement Team

The LGR Team is composed of individuals from Code 20 and Code 32. Representing the team and deserving special mention are (left to right): Gareth "Mac" McMullen, Project Coordination and Customer Interface, Code 32; Jim Borgens and John Miskimins, Core Design Team Lead, Code 32; and Rob Taylor, Project Coordination and Customer Interface, USW FMR Product Area. (Not shown): Kelly Rubiaco, Core Design Team, Code 32.

With the concept in place, they then turned their attention to finding a cheaper replacement for the QRS-11 Quartz Rate Sensor. Their research found a micro electro-mechanical, rate-sensing chip, the ARXRS150, manufactured by Analog Devices that is widely used in the automobile industry—it is tiny and it costs a mere $23—a 99 percent reduction! While the prices of the complete replacement rate gyro assemblies are not yet firm, the current estimate indicates they will be about 40 percent of the cost of the units they replace. The new units also exceed the requirements of the legacy rate sensors, and then some. For example, the H-60 requires its unit to function at -40 degrees C; the new unit is spec'd at -54 degrees, and a prototype has been tested from -70 degrees to +100 degrees C (the boiling point of water)—and it still functioned! Their predicted "mean time between failures" is 46,000 hours—operating at the extremes of environmental exposure.

Sikorsky Aircraft, the manufacturer of the H-60 Helicopter, was requested by PMA-209 to attend the design review of the new rate sensor at Keyport on August 3-4. Mr. William Bertelli, the Principal Flight Control Systems Engineer at Sikorsky, represented his firm. In his trip report he gave the new sensor system an enthusiastic thumbs up, so much so that he suggested to his management that Sikorsky "inquire about the purchase of this rate sensor item from the Navy (NUWC) for its [Sikorsky's] commercial S-70B aircraft…."

He concluded his report by stating, "This author is impressed by NUWC Keyport's lead project engineer, John Miskimins, and his team for being innovative, proactive, enterprising, and invigorating. Their 'can-do' attitude was clearly evident and displayed. They have done their homework on the replacement products and are well poised for what appears to be a high-volume production of this product line. So impressed by the NUWC Keyport engineering team and their work, this author finds it refreshing to be associated with such talent and dedication of an innovative design team observed during this visit."

Congratulations to John and all the rest of the LGR Team.

Product Area Directors Manage Warfare Center Technical Capabilities – Part IV

Editor's Note: The following two articles continue the series on Product Area Directors. The April/May 2004 issue of Keynotes covered the four USW Product Areas (PAs). Homeland and Force Protection, and Ships and Ship Systems were covered in the June 2004 issue. The July/August 2004 issue featured Surface Warfare Logistics & Maintenance, and Ordnance PAs.This month we are continuing the series with Force Level Warfare Systems, and Surface Ship Combat Systems.

Force Level Warfare Systems

By Marietta Atwater, Keynotes Editor, Code TOMC, with PAD Staff

Mr. James Egeland, Product Area Director (Acting), Force Level Warfare Systems

The Force Level Warfare Systems (FLWS) Product Area (PA) focuses force-level warfighting competencies to enable the Navy to effectively support joint and coalition systems engineering efforts. It also ensures NAVSEA keeps the required expertise and resources to maintain FLWS technical authority across the Warfare Center enterprise. Analysis and assessment are basic to the FLWS strategy to achieve capabilities like Time Sensitive Targeting, Ballistic Missile Defense, and Joint Fires. By implementing FLWS engineering, seamless integration and interoperability of the Forces required to operate effectively in a global, multi-national environment can be achieved. Five FLWS core equities are designed to support Sea Power 21 initiatives and achieve the Naval Transformation Roadmap objectives of Sea Enterprise, Sea Warrior, Sea Viking, and Sea Trial.

- *Mission Area and Force Structure Analysis* initiates the development of integrated joint capabilities from a common understanding of existing joint force operations and doctrine, organization, training, material, leadership, education, personnel, facilities, capabilities, and deficiencies. Joint Capabilities Integration and Development System analysis will be conducted for both Navy and joint communities, as well as supporting Virtual SYSCOMS, OPNAV, and the Naval Capabilities Development Process.
- *Technology Assessment* provides early operational assessment of prototypes to accelerate introduction into the Fleet and quantify their capability to meet mission initiatives. It also provides the specialized facilities and tools in an Open Architecture environment to assess new and cutting-edge algorithms and Software Configuration Items.
- *Force Systems Engineering* includes the requisite tools to ensure the optimum development of force-level capabilities and improvements. It supports the acquisition community, the technical authorities, and the Fleet in applying the rigor of full systems-engineering processes to all aspects of force systems development and deployment.
- *Architecture and Design Analysis* provides a framework for developing joint interoperable systems that adapt and exploit open-system design principles and architectures. The objective is to develop reusable software components and implement them across a broad range of surface platforms and warfare systems by taking advantage of standards-based computing technologies. Teaming with SPAWAR will facilitate establishment of FORCEnet and Global Information Grid capabilities.
- *Operational Assessment* characterizes the contributions of a Carrier or Expeditionary Strike Group to mission capability within the context of joint operating concepts. Assessments are conducted in at-sea and land-based environments to evaluate performance against a common set of warfighting capability metrics.

The FLWS vision statement captures the thrust of this PA: "Establish a Force Level Warfare Systems engineering structure across the naval Warfare Centers that provides naval, joint, and coalition customers with robust Force Level Systems Engineering solutions." Force Level Systems Engineering in support of FORCEnet will allow combat systems, weapons, and sensors across the battlefield to be integrated, providing the capability for better intelligence, surveillance, and reconnaissance and improved situational awareness for combatants and commanders. By increasing organizational efficiencies across the Naval Warfare Center Enterprise, the FLWS PA is providing the Navy with the most efficient organization to engineer the force across naval, joint, and coalition Warfighters.

Mr. James Egeland Force Level Warfare Systems PAD (Acting)

Mr. James Egeland was named Force Level Warfare Systems PAD (Acting) in April 2004. In January 2004, he was named Executive Director (Acting), Warfare Systems Engineering Directorate, SEA06, and Battle Force System Engineer (BFSE), SEA 007. Mr. Egeland also serves as Executive Director (Acting) of the Joint Forces Command BMC2 Systems Engineering Team.

Other assignments held during his 25-year career include: Senior Scientific Technical Manager for Interoperability and Warfare Assessment at NSWC Dahlgren; Executive Director of Combat Direction Systems Activity at NSWC Dam Neck; NAVSEA Program Manager of the Battle Force Interoperability Program; NAVSEA Program Manager of Combat Systems Integration Testing/Software Quality Improvement; and Senior Project Engineer at the Integrated Combat System Test Facility in San Diego. Mr. Egeland also served a 6-year tour of duty in the U.S. Navy.

He holds a Bachelor of Science degree in Computer Science from National University, San Diego, CA. He is the recipient of the Navy Superior Civilian Service Award and the Senior Meritorious Service Award.

Mr. Egeland is married and has four children and three grandchildren.

Product Area Directors Manage Warfare Center Technical Capabilities – Part IV

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Surface Ship Combat Systems Product Area

By Marietta Atwater, Keynotes Editor, with PAD Staff

Mr. Tim Troske, Product Area Director (Acting), Surface Ship Combat Systems

Mr. Charles Giacchi stood up the Surface Ship Combat Systems (SSCS) Product Area (PA) in October 2003, serving as the Product Area Director (PAD) until his recent assignment as the NSWC Technical Director (Acting). Mr. Tim Troske played an integral part in the initial stand-up, working closely with Mr. Giacchi, and has since been assigned as the SSCS PAD (Acting) until the position is permanently filled.

The SSCS PA supports systems analysis, engineering, research, development, integration, and test and evaluation for surface ship combat systems from initial concept until the end of their in-service life. The SSCS PA is a single, cost-efficient entity that integrates resources, eliminates redundancies, consolidates investments, better utilizes facilities and balances the workforce, implements common processes and common tools, and applies best practices across all geographies. A number of specific functions are necessary for the effective development and support of SSCS. A brief description of the major functional areas follows:

- *Air and Surface Surveillance and Detection Systems* supports surface ship Radar and Electro-Optic/Infrared systems.
- *Combat Control Systems* provides the critical government capability and corporate knowledge base for developing, adapting, and transitioning new technologies and advanced capabilities to meet emerging needs and control interfaces across warfare systems. They are used to display the tactical picture, make or assist in making combat decisions, and direct control of the engagement systems.
- *Engagement Systems* provides the design, development, manufacture, and life-cycle support for fire control systems, missiles, missile simulators and trainers, launchers, gun systems, weapons system test, and diagnostic and training equipment.
- *Electronic Warfare Systems* provides life-cycle support of airborne and surface electronic warfare systems.
- *Combat Systems Engineering, Integration, Test and Evaluation, and Assessment* integrates the product (weapon or combat system) into the larger warfare or ship system, and performs tests to assess key performance parameters to ensure stakeholder requirements are satisfied. Systems and test engineering design, development, and capability improvements support product items over the course of the life cycle to ensure combat systems have full operational capability. Deployed products are continuously assessed to develop improvements throughout the life cycle. Test and evaluation of combat systems is provided during operational testing and for upgrades to current systems prior to installation in ships.

The SSCS PA is committed to achieving technical efficiencies and savings to ensure best value for our customers, while also providing long-term stewardship of our technical capabilities and enabling the execution of Sea Power 21.

Mr. Tim Troske Surface Ship Combat Systems PAD

Prior to being named Surface Ship Combat Systems PAD (Acting) in September 2004, Mr. Troske served as the SSCS Product Area Deputy Director. Mr. Troske has 19 years of experience in project management, systems engineering, and life-cycle engineering of surface ship combat systems at Port Hueneme.

He holds a Bachelor of Science degree in Electronics Engineering from the University of Minnesota and a Masters of Science Degree in Systems Engineering from the Naval Postgraduate School.

Mr. Troske is the recipient of the Wayne E. Meyer Award for Excellence in Systems Engineering and Outstanding Academic Achievement.

He is married and has two children.

Job Satisfaction
Continued from page 3

consequences. It is my intent to push authority and responsibility to the lowest reasonable level here at Keyport and to solicit your contributions to continuous improvement.

So, how is your Job Satisfaction? The GENESYS Survey we offered this month (September 8-24) is one way we can evaluate your job satisfaction here at Keyport. It will also help us gauge how we are doing with our Realignment and Transformation initiatives. Your input matters. We are in this together. And, together we will meet the needs of the Navy today and those of the Navy of the future!

STEVE LUNDE
Technical Operations Manager

FMA National President Addresses Local Chapter 99

By Marietta Atwater, Keynotes Editor, Code TOMC

▲ (Left to right): Sherman Williams, FMA President, Chapter 99, and also President of FMA Zone 6 (which encompasses eight NW states), presented a NUWC Division, Keyport, hat to Mr. Mike Styles, FMA National President, following a Keyport-hosted luncheon.

Mr. Mike Styles, National President of the Federal Managers Association (FMA), addressed FMA Chapter 99 at a quarterly luncheon held at Keyport on September 15. "You are one of the top ten [chapters] in FMA," Mr. Styles said. "You belong to the most talented workforce in the world!"

After congratulating Sherman "Sherm" Williams, FMA President, Chapter 99, Code TME, for receiving the Gil Guidry Award last year—the highest award given by the FMA—Mr. Styles explained how FMA has moved to the forefront in the last 10 years. "When you see a Senator holding the *FMA Magazine* in her hands, encouraging other Senators to vote the way FMA advocates, you know we are making a difference," he said. He went on to note that the Office of Personnel Management and the Department of Homeland Security Taskforce have asked FMA for input regarding the type of personnel evaluation system they think is best. When DoD's new National Security Personnel System (NSPS) was in the development stages, FMA asked to be "at the table." As a result, some elements of the program scheduled to be implemented in November 2004 were "taken off the table" pending further review. Rather than the traditional approach of developing a personnel system and then trying to fit the mission to it, FMA wants to see the mission of the agency or organization considered first, and then fit the personnel system to what the mission-driven organization needs as a more efficient approach.

Other topics discussed included the transfer of government work to private industry and whether that initiative saves the government money; a recent move to eliminate the Merit System Protection Board appeal rights for Federal Aviation Administration employees and FMA's involvement in stopping that initiative; pay parity and the possibility of a 3.5 percent raise next year; FMA's mutually beneficial work with the unions; the new overtime rule changing the job categories that must be paid overtime that is currently under negotiation; and the importance of supporting FMA-sponsored legislative bills, even if they are for the Department of Agriculture or other non-Navy agencies.

FMA Successes

- Attained Military-Civil Service cost of living pay raise parity
- Accomplished removal of the cap on the overtime pay rate
- Stopped competitive sourcing (A-76) in a USDA agency
- Prevented the establishment, application, and enforcement of any arbitrary goals, targets, or quotas governing public-private competitions
- Achieved Hatch Act reform giving federal employees greater freedom to participate in our political process
- Advocated for OPM Chapter 251 and Chapter 252 regulations to allow management organizations, such as FMA, to have consultative relationships with their agencies
- Increased the Student Loan Repayment Cap as a recruiting tool
- Eliminated Federal Prison Industries mandatory-source requirements for DoD procurements; now working to remove the requirement for the rest of the government
- Testified before Congress on Personnel System Reforms
- Established the Federal Employee Assistance Fund for disaster relief and a Scholarship Fund for the children of federal employees

"What's good for America is what's good for FMA," Mr. Styles said. Regarding Base Realignment and Closure (BRAC), Mr. Styles indicated FMA had asked to have BRAC pushed back until the current war efforts are over.

FMA

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Top Ten

Continued from page 2

- Change approach in contracting to drive continuous improvement in contractor performance.

8. Technical Authority and In-Service Engineering Agent.

- Fully establish the Torpedo Depot Chief Engineer, Aircraft Carrier Tactical Support Center, Vertical Launch ASROC, and other Technical Warrant Holders.
- Become fully integrated with NAVSEA's Distance Support program for all submarine and ship systems for which Keyport provides Fleet Material Readiness, technical, and ILS support.

9. Implement *Lean Thinking and Methods* as a way of doing business across all product lines, including business and operational support processes.

- Stand up a Command *Lean Manager* position and a *Lean Council*.
- Conduct *Lean* training for All Hands over the next 2 years.
- Start with the Heavyweight and Lightweight Torpedo programs to establish model *Lean* workshops, then roll out to other product lines.

10. Lead the Navy's collaboration efforts to deliver warfighting capabilities at reduced cycle time and cost for the product lines for which we are the Best Athlete.

- Diminishing Manufacturing Sources and Material Shortages, Custom Engineered Solutions, and Obsolescence Management.
- Leveraging T&E and technology to provide Situation Awareness for Integrated Warfare and Anti-Terrorism/Force Protection.
- Learning and job performance support technologies, virtual training environments, and training management tools.

The NAVSEA and Warfare Center's Transformation efforts depend on your wholehearted support of these initiatives. Together, we will continuously improve our support for the Fleet.

DANIEL J. LOONEY
Captain, U.S. Navy

Detachment Pacific T&E Engineer Retires

By Debbie Bessara, Admin Specialist, Code 20B-DB

Detachment Pacific's Officer in Charge, CDR Mark Dahlke, presents Mr. Benjamin Siu with a retirement letter and certificate signed by CAPT Dan Looney.

After a distinguished career of more than 33 years, Benjamin Siu retired as Lead Test and Evaluation (T&E) Engineer of Detachment Pacific's Fleet Test and Evaluation Branch, Code 242, on September 3.

Mr. Siu's performance was recognized in a letter from the NAVSEA Test and Evaluation Office (SEA 62T), which reads in part, "During your NUWC career, you have brought proficiency and expertise to the Test and Evaluation Programs. More specifically, you have been an important part of the evolution of the WSAT/ FORACS [Weapon System Accuracy Trials/Fleet Operational Readiness Accuracy Check Site] test programs. Your record of conduct, performance, and devotion to duty reflects your allegiance to the highest standards of the T&E profession."

CAPT Looney wrote, "Your dedication in placing the welfare of the Fleet and its Sailors at the forefront of your consideration throughout your career with the Navy and in all of your work at the Division and Detachment has been a trademark of your achievements and is exceptionally commendable."

As we bid Ben "Aloha," we also say "Mahalo" for a job well done! Enjoy your well-deserved retirement.

Career Summary Ben Siu

Ben Siu began his career in February 1971 at the Pearl Harbor Naval Shipyard where he worked on nuclear submarine reactor plants. In July 1982 he transferred to the Naval Undersea Warfare Engineering Station, Hawaii Detachment, working as a test engineer involved with the Weapon System Accuracy Trials and Fleet Operational Readiness and Accuracy Check Site test programs. He moved up in the ranks to Test Director where he proved his expertise in serving as the primary technical interface for planning and coordination, test direction, and follow-on reporting on Fleet USW System Qualification Trials.

Federal Managers Association – Manager of the Year – 2004

By Sherman Williams, Technical Operations Manager Staff, Code TME

(Left to right): Mr. Herb Nakamura is presented the FMA Chapter 99 Manager of the Year Award by FMA National President, Mr. Mike Styles.

In recognition of an illustrious career and his exemplary achievements as a leader and manager at NUWC Detachment Pacific and NUWC Keyport, **Mr. Herb Nakamura** (former Detachment Pacific Site Manager, recently retired) was chosen the Federal Managers Association (FMA), "Manager of the Year – 2004" during the 13th FMA Annual Mid-Year Conference held in Hawaii in late August.

Recognition of Herb's accomplishments was summarized as follows: "Mr. Nakamura is an inspirational leader whose drive to provide innovative products and services, at best value, has truly benefited the Fleet, as well as the nation's taxpayers. His integrity and work ethic are inspiring to all. His willingness to tackle the most challenging problems and his resultant successes have had a profoundly positive effect on the undersea warfare capability of the United States Navy. For more than 38 years, Mr. Nakamura's dedicated service to the Navy has been exemplified by engineering discipline, alliance building, and a strategic vision with an unwavering focus on serving the ships and Sailors at the waterfront. He has served admirably 'at the tip of the spear' of NUWC's Fleet Support mission in the Pacific. He has helped the Warfare Center lead change in the current challenging environment as we seek to transform into the Navy of the future, while meeting the demands of today. One of the key management leadership contributions that Mr. Nakamura provided to the organization was his recognition of the need to prosper in a business environment filled with rapid and constant change. He mentored the people below him to increase their awareness and understanding of the new and uncertain challenges they must be prepared to face as future leaders of change within NUWC....[He] is an outstanding federal manager who has made significant contributions in his workplace and in the local community; he has been an active member of the Federal Managers Association and a strong proponent of excellence in Public Service...."

Herb thanked the FMA for the special recognition, saying he felt like the "turtle on a fence post" because he knew that he didn't get there all by himself. He attributed his successful 38-year career to his former superiors who served as excellent mentors, his peers, the outstanding employees who worked for him, and his supportive family. Congratulations, Herb, for a job superbly well done!

FMA

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Mr. Styles closed his remarks by saying, "Together we can make a difference—the most important part is YOU!"

If you are interested in knowing more about FMA or joining FMA Chapter 99, please contact Sherman Williams, 360-315-3129, or email: swilliams@kpt.nuwc.navy.mil. All employees are welcome. At this meeting, two new members joined FMA Chapter 99!

PMS480 Visits

By Scott Rarig, CV USW Combat Systems Branch Head, Code 441

(Center): CAPT Paul Cruz, PMS480, receives a briefing in the Integrated Warfare Commander Cell from Scott Rarig, Code 441 (left); Brian Wetzel, Code 442 (standing); and Gary Cooper, FMR PAD (right). Background: Chris Haworth, FMR PAD Staff, and Brad Seger, Code 44.

CAPT Paul Cruz, PMS480, Program Manager for Anti-Terrorism Afloat within the Program Executive Office for Littoral and Mine Warfare, visited Keyport on September 23. CAPT Cruz is responsible for the acquisition of technology used to provide force protection for the ships of our Fleet. He came to Keyport to see Keyport's Integrated Warfare Commander Cell (IWCC) and Aircraft Carrier Tactical Support Center (CV-TSC) operations. These systems have been demonstrated in an anti-terrorism/force protection scenario on several occasions. The most recent demonstration occurred in late August at NAVMAG Indian Island during SEAHAWK 2004.

During his visit to Keyport, CAPT Cruz received a demonstration of IWCC tactical decision aids that can be used in anti-terrorism scenarios at sea and in port. Briefings on SEAHAWK 2004 and the CV-TSC system deployment to Los Angeles for wildfire fighting were also provided. Other topics included the next iteration of CV-TSC Tactically Integrated Sensors software and the requirements for making a video-centric system tactically relevant; an update on Keyport's counter-narcotics projects; and a real-time look at the USS *John C Stennis* (CVN 74) carrier strike group tactical picture. CAPT Cruz is interested in acquiring a flexible, inexpensive, and available tactical command and control system. He was impressed with our capabilities and felt his trip was very worthwhile.

SEAHAWK 2004

CAPT Vince Rothwall, a member of NUWC Keyport's reserve unit and in civilian life, a member of Code 442, mans a CV-TSC console deployed in the Naval Cooperation and Guidance of Shipping Tent at NAVMAG Indian Island during SEAHAWK 2004, a joint exercise hosted by Naval Coastal Warfare Group ONE, August 20-25.

Joint allied U.S. and Canadian forces participating in the exercise included Harbor Defense Command units, Mobile Inshore Undersea Warfare units, Inshore Boat units, Port Security units, Explosive Ordnance Disposal, and Naval Cooperation and Guidance of Shipping units.

SEAHAWK 2004 demonstrated the ability of the U.S. Navy, the U.S. Coast Guard, and their Canadian counterparts to deploy and operate systems for expeditionary support and force protection.

Congressman Norm Dicks Visits Keyport – Presents Awards to Apprentices

By Marietta Atwater, Keynotes Editor, Code TOMC

Congressman Norm Dicks presents Apprentice Achievement Awards to Jeremy Duncan, Electroplater Apprentice, Code 3233 (above), and to Jeff Michaelis, Electronics Mechanic Apprentice, Code 22 (left).

Congressman Norm Dicks (6th District, WA), and two members of his staff, Mr. Andrew Hunter and Mr. Tom Luce, visited Keyport on August 30. The visitors received updates on Keyport's Military Construction Projects, National UUV Test and Evaluation Center, the Pacific Northwest Range Extension Environmental Impact Statement, Hood Canal Dissolved Oxygen Program, the SeaPort-Enhanced Contract, and the status of the Major Range and Test Facility Base initiative. Congressman Dicks presented two Keyport Apprentices with Apprentice Achievement Awards for their exemplary efforts in the Apprentice Program.

Bathtub Race
Continued from page 8

Races in this area on Labor Day weekend since 1968.

So how did NUWC Keyport get involved? Keyport employees became aware of the bathtub races through our joint operation of the Nanoose Testing Range near Nanaimo, B. C. Keyporters have supported the races in Bremerton and Nanaimo for many years. In 2000, the first bathtub race was held in Port Orchard Reach under the sponsorship of the American Legion, just off the southeastern shore of the base. The following year, the Loyal Nanaimo Bathtub Society suggested NUWC Keyport and the American Legion each host a race to give the tubbers two sanctioned races in one weekend. That event established Keyport as an annual site for tub races.

Safety is paramount. Each year Keyport supports the race with safety boats. This year the divers and boat crew were present

Bathtub Race
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Technical Warrant Holder Conducts Human Systems Integration Orientation Seminar

By Marietta Atwater, Keynotes Editor, with Ann Shin, Training Specialist, Code 41

▲ Mr. Bob Bost, Technical Director (SEA-03), and HSI Technical Warrant Holder, conducts an HSI seminar for NUWC Keyport employees.

Mr. J. Robert "Bob" Bost, Technical Director for NAVSEA's Human Systems Integration (HSI) Directorate (SEA-03), and HSI Technical Warrant Holder, conducted an HSI seminar at Keyport on August 17.

NAVSEA's strong emphasis on reducing ship manning requirements without adversely affecting safety or performance, improving training for our Sailors, and designing more easily understood systems have made it increasingly important for naval engineers to understand the principles of HSI. This introductory seminar was a valuable opportunity for Keyport personnel to learn about HSI directly from Mr. Bost.

The response to the seminar was very positive. Dr. Lars Sikes, Weapons System Engineering Division, Code 45, said, "The HSI seminar was very worthwhile and was relevant to...the numerous projects and programs we [Keyport] support. Based upon the new direction that HSI is taking, we need to review the impacts to logistics management and related engineering. We need to stay tuned in with the future vectors of HSI." Lindy Johnson, Industrial Specialist, Code 42, said, "It is important to know about HSI no matter what discipline you support because everything interfaces with the Warfighter somewhere along the line and the sooner you tie it into the big picture, the more effective it is."

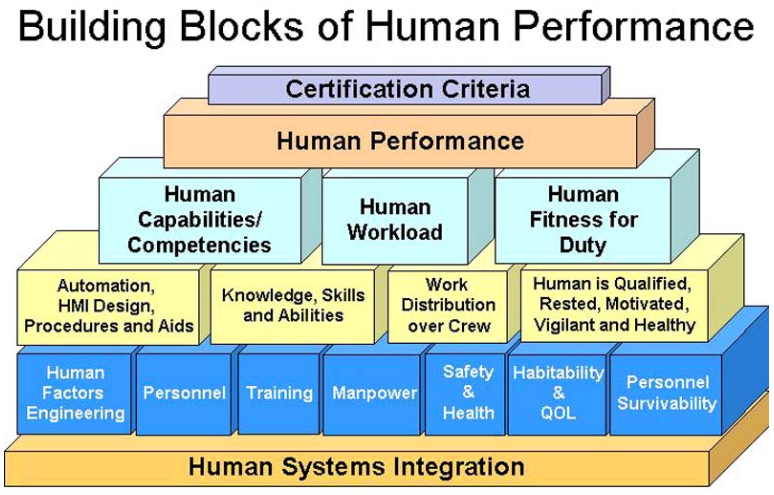
HSI Overview: HSI is the systems engineering discipline dedicated to providing Navy systems with the best total system performance at the lowest Total Ownership Cost (TOC). In addition to hardware and software, humans are considered part of the system. HSI is incorporated in the design, production, support, and modernization of systems by careful integration of the human into the system. Specifically addressed are the requirements for manpower (billets), personnel selection, training, human factors engineering, environment, safety & health (EOSH), habitability & quality of life (QOL), and survivability.

"The primary objective of HSI is to influence system design, starting at the earliest phase of acquisition, to ensure that the resulting system will have the highest performance at the lowest TOC through consideration of human limitations and capabilities. The Navy Sailor is part of the system; and, as such, human performance and design requirements need to be addressed concurrently with other system performance and design requirements. HSI resulted from the need to consolidate the various disciplines of system engineering and acquisition that address the roles, requirements, provisions, and accommodations for humans in complex systems." – *Navy Program Manager's HSI Guide*.

Keyport is actively pursuing the implementation of HSI. Steve Gerdes, Community of Practice (CoP) Core Group Leader, Code 41, summarized their effort saying, "We've already begun to identify and apply aspects of HSI to some of our programs and this will continue into the future as we learn to embed the 'common sense' of this discipline into our current and future programs." The HSI CoP produces a newsletter titled *Human Systems Integration Community News*. They invite guest speakers on a regular basis to address HSI topics, share knowledge about HSI, and provide status on CoP initiatives. If you would like to learn more about future CoP events and learning opportunities, contact Ann Shin, Training Specialist, Code 41, 360-315-3527, or email: ShinAF@kpt.nuwc.navy.mil.

HSI Seminar Topics

- Human Performance
- Human Factors Engineering
- Personnel Selection
- Manpower Requirements
- Training/Learning System Safety
- System Design
- Ship Design
- Habitability



Bathtub Race
Continued from page 14

to act quickly should a tubber sink. Bathtub boats are so small and light that if the engine stops, the boat quickly goes under, engine first. A large ring on the bow of each boat is a necessity in case a tow is needed. Keyport's water safety team was standing by during the race with swimmers and first aid should they be needed.

Are you a bathtubber? The challenge to enter bathtub racing is open to anyone who can pair up a bathtub on a platform and a small (up to 7.5 hp) engine. See the Loyal Nanaimo Bathtub Society's website for more information: http://www.bathtub.island.net.

Keyport Hosts OUSD Conference

By James Paull, NAVSEA ASW Range Program Manager, SEA62T9

▲ Conference participants representing Joint Forces gather for a group photo.

Keyport hosted a 3-day conference on August 24-26, convened by the Comparative Testing Office (CTO), a part of the Office of the Under Secretary of Defense (OUSD) for Advanced Systems and Concepts, and sponsored by NAVSEA.

Representatives from the Army, Navy, Air Force, Marine Corps, and OUSD participated in the joint session.

CDR Tom Carpenter, Chief Staff Officer, provided a welcome address and presented a Keyport overview. Alan Rhodes, Code 42, serving as a PMS401 On-Site Representative, provided a presentation on Foreign Comparative Testing (FCT) from a Program Manager's point of view and discussed two FCT programs being executed with the Program Office: Hydro Acoustic Information Link, and Naval Active Intercept and Ranging and Contact Awareness System. Operations and administration of the FCT Program and the Defense Acquisition Challenge Program were discussed. Both programs test and evaluate innovative and non-developmental foreign and domestic products that could be quickly fielded to provide the Warfighter with new capabilities.

Bob Brien, Code 43, was instrumental in arranging a tour of USS *Pennsylvania* (SSBN 735) at SUBASE Bangor. Following the submarine tour, the group visited the Naval Undersea Museum. An outstanding Salmon Bake, prepared by Federal Managers Association volunteers under the capable leadership of Mike Tennant, Code 32, completed the day at the Keyport Lagoon.

COL Rocky Reiners, USAF, Head of the CTO, commented that Keyport has set the standard for hosting the group extremely high. He was appreciative of Keyport's efforts to make his off site a great success.

Military Recognition

Navy and Marine Corps Commendation Medal

CDR Vinh Xuan Tran, Battle Force Action Officer, Code 40, received a Navy and Marine Corps Commendation Medal (Gold Star in lieu of fourth award) from CAPT Dan Looney on September 20. The citation reads in part, for "Meritorious service as Strike Force Interoperability Officer from June 2002 to September 2004. CDR Tran...coordinated efforts of Fleet staff and System Commands to expedite critical C5I system installations that ensured successful employment and accomplishment of the Expeditionary Strike Group. His approach was adopted by the Navy's C5I modernization process to support implementation of the Fleet Readiness Plan. He activated and trained NAVSEA Naval Reserve Senior Officers to directly support deployment acceleration of assigned strike forces leading up to Operation Iraqi Freedom...." Congratulations!

Military Recognition

Promotion

BM1(DV) Raymond Miller, Keyport Dive Locker, was appointed to the rate of Boatswain's Mate Chief Petty Officer during a ceremony officiated by CAPT Dan Looney on September 16. His Certificate of Appointment reads in part, "...You are charged with demonstrating a proper example of performance, moral courage, and dedication to the Navy and the Nation. Your action must be governed by a strong sense of personal moral responsibility in order that, by example and leadership, subordinates will contribute their utmost to the effectiveness and efficiency of the United States Navy." Well Done!

Promotion

BM1(DV) Chad Jakel, Keyport Dive Locker, was authorized to assume the title and wear the uniform of a Chief Petty Officer effective immediately upon receipt of a letter presented by CAPT Dan Looney on September 16. The letter reads in part, "Your appointment carries with it the obligation that you exercise increased authority and willingness to accept greater responsibility. Occupying now a position of grater authority, you must strive with a renewed dedication toward the valued ideal of service with honor." Congratulations.

Beneficial Suggestion Awards

Keyport is one of many NAVSEA organizations attempting to do things right the first time, improve efficiency, and satisfy our customers. The Beneficial Suggestion Program is just one way our employees can be rewarded for helping to improve the way we work. Chief Staff Officer, CDR Tom Carpenter, presented awards recently to Keyport employees with innovative ideas.

"Movement of USW from Puerto Rico to Yorktown"

Jack Torbron, Code 333, and **George Madden**, Code 42, received a Beneficial Suggestion Award in the amount of $1,109.37, for their suggestion titled, "Movement of Undersea Weapons from Puerto Rico to Yorktown." CAPT Dan Looney quoted NAVSEA Headquarters in recognizing their suggestion by saying, "...[They] developed a way to transport torpedoes in an expeditious manner, preventing premature corrosion and saving the government thousands of dollars as well. This new process resulted in a joint services operation with the Department of the Army. These men showed determination to get the job done while researching available resources outside their own command." Bravo Zulu – Very Well Done!

"ATN Test Set…"

Jeff Prutzman, Code 21, received a Beneficial Suggestion Award in the amount of $350 for his suggestion titled, "ATN Test Set – The True Range Check-out." CAPT Dan Looney said in a letter recognizing his suggestion, "The benefits of your suggestion will ensure all systems are checked and operational the day before, saving a lost range day for a Trident Submarine. Trident pays $25K per day. This evolution occurs 16 to 20 times a year. When adopted, this practice gives you 100 percent ATN check between the underwater transducer and the shipboard equipment, as well as computer site advantages." Congratulations!

"Flood Valve Parts Cleaner"

David Grahm, Code 3317, received a Beneficial Suggestion Award in the amount of $500 for his suggestion titled, "Flood Parts Cleaner." In a letter recognizing his suggestion, CAPT Dan Looney wrote, "I appreciate your initiative and creativity to propose this suggestion. The benefit derived...is great and, when adopted, this process can be employed anywhere post-ranging of flood valves is performed." Congratulations!

To Submit Beneficial Suggestions

Contact your supervisor or see the Workforce Services Division website on Keyport's Intranet Homepage under "Pay and Benefits" or contact Dee Stansell, 360-396-2432, or email: dstansel@kpt.nuwc.navy.mil.

MK 54 Team

Continued from page 1

▲ Lightweight Exercise Torpedoes.

Further efficiency was gained through Keyport's in-water test capabilities at NUWC's Pacific Northwest USW ranges and the co-location of Raytheon's production facility with Keyport's maintenance and test facilities. Capitalizing on existing capabilities and years of experience supporting Lightweight Torpedoes, NUWC Keyport established the maintenance processes required to support MK 54 Torpedo production, in-service engineering, and logistics required for introduction of this new weapon system in the Fleet.

In July, RADM David Architzel, Commander, Operational Test and Evaluation Force, found the MK 54 Torpedo suitable for Fleet use, concluding the test and evaluation process. In mid-August, CAPT Vernon Hutton, PMS404, announced that Program Executive Office Submarines had certified NUWC Keyport as a MK 54 Torpedo, maintenance activity. Ten MK 54 Torpedoes, required to meet the planned August milestone for Initial Operating Capability (IOC), were delivered as Ready for Issue units on August 31, and are in the Fleet. Raytheon is currently in low-rate initial production of the MK 54 with full-rate production to begin in FY05.

The success of MK 54 development to date is the direct result of the effective teamwork between NUWC Keyport, NUWC Newport, and Raytheon. Future development plans for MK 54 include its use as the payload for the Vertical Launch ASROC and periodic increases in capability through a Spiral Development program.

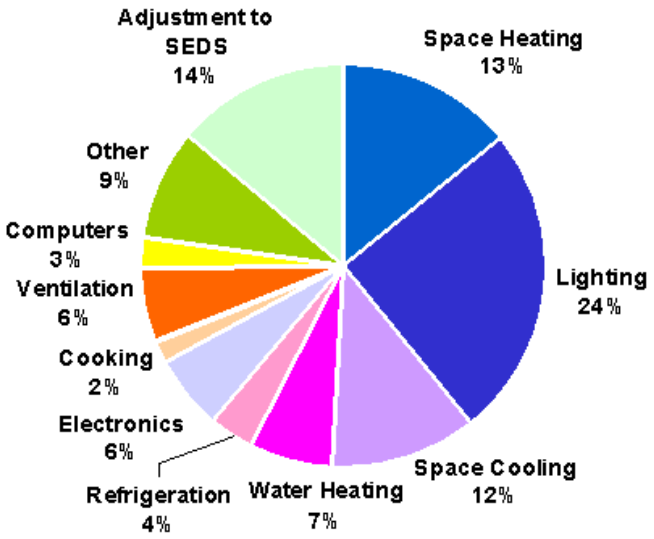
Energy Conservation

By Kevin D. Evans, Regional Energy Resource Manager

We still tend to think of energy conservation as just turning off lights. Lights are a tangible, visible example of energy use, but we tend to forget the many other uses of energy in a building.

As you can see from this pie chart, lighting is only about one-quarter of the energy consumption in a building. Space heating and cooling share another quarter. Most of these other uses are ones you would expect to see. However, one needs a bit of explanation. "Adjustment [due] to SEDS" [Sustainable Energy Devices] refers to the energy that would have been consumed had it not been for the use of these devices, which include low-e windows; more effective insulation in the walls, ceiling, and floor; electronic ballasts for fluorescent lights; etc. It also includes the use of renewable energy from sources such as wind-driven generators and photovoltaic power like that used at our Detachment in Hawthorne, NV. Each of the other energy uses—water heating, electronics, computers, etc.—although smaller, add up quickly to make up the remaining half of the energy consumed in a typical Navy building.

This chart is fairly representative of most Navy buildings and will help you become aware of the various opportunities for energy conservation. Turning down the thermostat on the furnace a few degrees during the winter heating season and up a few degrees on the air conditioner in the summer will save energy. Turning off your copy machine, computer, monitor, and lights at the end of your shift will also help. Adding insulation around the outside of the water-heater tank and lowering the temperature of the hot water will save energy. All of these techniques are just as applicable at home, where they will not only save you energy, they will save you money!



Personnel Notes

Length of Service

Thirty-Five Years
William S. Rowe, Code 30B

Thirty Years
Claudia I. Broussard, Code 422
Gary M. Cooper, Code 70A
Stephen E. Dupont, Code 3233
J. N. Horsley, Jr., Code 335
Diane M. Jennings, Code 00P
Michael D. Lehman, Code 32
Artemio L. Malgapo, Code 411
Ernest L. Ortega, Code 223
Gregory J. Papineau, Code 3317
John R. Philbrook, Code 432
Sanford E. Pritchett, Code 411
David A. Syverson, Code 32A

Twenty-Five Years
Leslie M. Axtman, Code 16
Larry S. Bankus, Code 213
Klaus P. Evele, Code 443
Morris S. Quel, Code 241

Twenty Years
Lori L. Bowe, Code 422
Rebecca D. Crocker, Code 051
Sandra K. Prince, Code 052
Vincent E. Rothwall, Code 442
Lawson F. Shaw, Code 2321
Ernest Taggart, Code 423

Ten Years
Robert H. Keller, Code 252

New or Transferred Employees

Wolcott Beard, Code 241

Retirements & Separations

Clifford L. Clark, Code 424
Alexander K. Grad, Code 3311
Christine I. Hedahl, Code 021
Tracy J. Holmoe, Code 2212
Whitney L. Mudge, Code 423
Carol Rahm, Code 192
Derrow C. Sheets, Code 2322
Ronald J. Simonis, Code 222
Robert Standley, Code 18A
Lauren A. Stoner, Code 3233

Recent Promotions

Stephen M. Beduya, Code 222, to GS 11
Daniel S. Bingham, Code 3322, to GS 11
Kevin W. Daugherty, Code 3121, to WG 08
Jeremy J. Duncan, Code 3233, to WG 07
Ann R. Eads, Code 40B, to GS 07
Eric M. Easton, Code 3316, to WG 08
Philip A. Gaughan, Code 251, to NT 04
Roger A. Gelbach, Code 223, to GS 13
Peter Jeremiah Gemin, Code 3121, to WG 05
William J. Haberstock, Code 212, to GS 11
Gary W. Hall, Code 223, to GS 11
Jeffrey D. Kistler, Code 192, to WG 10
Beau F. Lanphier, Code 3232, to WG 08
Robert E. Ledford, Code 3222, to GS 11
Lawrence J. Lewis, Code 212, to GS 12
Tracey E. Lundberg, Code 424, to GS 11
Matthew A. Macias, Code 3221, to GS 10
Gabriel V. G. Maryott, Code 241, to NT 04
John J. McBride, Code 3233, to WG 08
Ronald J. Moss, Code 3232, to WG 08
Brian W. O'Keefe, Code 3222, to GS 11
Cynthia M. Rueckert, Code 424, to GS 11

Mike Apicella, Code 415, received a letter of appreciation from PMS415 for his "…outstanding leadership of the Surface Ship Torpedo Defense (SSTD) Test & Evaluation (T&E) program.... Of particular importance was his management of the AN/SLQ-25A testing onboard USS *Ingraham* (FFG 61), which led to an OPTEVFOR DT assist and a COMPOTEVFOR letter expressing acknowledgement of a successful test and effective performance of the new AN/SLQ-25A function.…[He] has made an outstanding contribution toward providing critical new capabilities to the surface ship Fleet through his leadership of the SSTD T&E program."

Christopher Moll, Code 20, received a letter of appreciation from PMS398 for his "…outstanding performance as an Engineering Intern in the OHIO-Class SSGN Program Office (PMS398) from May to September 2004.…I am particularly grateful for his diligent management of the post-conversion detailed schedules for *Ohio*, *Michigan*, *Florida*, and *Georgia*. This was critical in meeting Fleet scheduling milestones....He led the development of a cost estimate for VIRGINIA-Class future capability....He provided key support to the SSGN Strike Manager in a number of other planning tasks....I wholeheartedly commend [his] outstanding performance...."

Tony Murkins, Code 16, received an "Award of Merit" certificate from the Office of Civilian Human Resources, Washington, DC. The certificate reads, "In recognition and appreciation for achievements and contributions to the Department of the Navy's Human Resources Program, which have been significant value and benefit to the Department of the Navy." His support of "Public Service Recognition Week" was also noted.

Brian Daugherty, Code 321, received a letter of appreciation for his outstanding support during a recent Field Activity Support and Technology Transfer follow-up visit. "By implementing 28 pollution prevention improvements recommended during your 2001 visit, we were able to increase our production efficiency, reduce pollution, and realize cost savings. Due to budgetary constraints, we are continuously looking for new technologies to improve our industrial processes....Your professionalism and expertise were of great help in continuing to improve the overall quality and effectiveness of our environmental programs."

In Memoriam

John Goddard, Jr., 75, died on August 23. He served in the Navy from 1948 to 1950. Following his military service, he worked for Honeywell Corporation at Naval Undersea Warfare Engineering Station for 30 years, retiring as a supervisor in 1992. He loved hunting, miniature woodworking, and reading.

Thomas Bernhardt, 74, died on September 15. He served in the Navy from 1949 to 1969, achieving the rank of Chief Aviation Anti-Submarine Warfare Technician. He earned the National Defense Medal with a bronze star, the Vietnam Service Medal with four bronze stars, and six Good Conduct Medals. Following his military service, he worked at Naval Undersea Warfare Engineering Station until 1979 and at Naval Submarine Base Bangor until 1992.

Gary Lynn Combs, 59, died on September 13. A graduate of Shelton High School (1963) and University of Washington (1976), he served in the Navy as an Electrician's Mate 2nd Class and was awarded the National Defense Service Medal, Vietnam Service Medal, Bronze Star, and a Republic of Vietnam Campaign Medal. Following his military service, he worked as an Engineer at the Naval Undersea Warfare Engineering Station for 20 years. He was a Huskies football fan and enjoyed fishing, computers, playing the accordion, woodworking, and carpentry.

Upcoming Events

**Keyport Recreation Association event tickets are sold on Thursdays only, Building 1, 11:30 a.m. – 12:00 noon. See Keyport's Intranet Homepage for more details.*

***Seattle Seahawks vs St. Louis Rams – October 10, 1:15 p.m.** Price is $35 per person (limited to two per employee – not refundable). Ticket includes admission to the game and one passenger ferry ticket.

Oktoberfest at Samuel Adams Brewhouse – October 21, 5:00 p.m. – 9:00 p.m. Samuel Adams Brewhouse at Naval Base Kitsap (NBK), Bremerton, will be celebrating Oktoberfest with an authentic German Buffet, Samuel Adams Commemorative Mug with one round of beverage, contests, prizes, and live entertainment. Price is $12.50. For more information call 360-476-6719.

Little Shop of Horrors – November 6, 2:00 p.m. It's the first-ever Broadway production of everyone's favorite boy-meets-girl, plant-eats-world phenomenon—and *Time Out New York* calls it, "a mean, green laugh machine!" Little Shop of Horrors is the musical comedy masterpiece about a loser, the girl he loves, and the man-eating plant that is about to change their lives forever. Cost: $60 (Reg. $72.50) includes Ticketmaster fees, First Mezzanine, Paramount Theatre in Seattle. Call NBK Bangor, 360-535-5918.

Disney on Ice – Monsters, Inc. – November 7, 5:00 p.m. Take part in the "monsterrific" adventure as Mike, Sully, and their new friend Boo re-energize Monstropolis with megawatt laughter, live! Cost: $11 (Reg. $20), (Adults and Kids 3 & up; 2 & under on lap, free). Lower Level Seats at the Tacoma Dome. Call NBK Bangor, 360-535-5918.

Nutcracker Ballet – November 28 or December 5. Attending the Pacific Northwest Ballet's (PNB) Nutcracker during the holidays is like adding a star to the top of your tree! This is the classic, much-loved fairy tale of the young girl, Clara, her dream of the Nutcracker Prince, and their visit to the magical world of the Land of Sweets and the Sugarplum Fairy. Tchaikovsky's brilliant score and the talented dancers of the PNB will ensure that neither you nor your family will ever forget their Christmas journey. The holidays just aren't complete without the Nutcracker. Cost: $57 (Reg. $64), Orchestra Seats, Center Section, McCaw Hall, Seattle. Call NBK, 360-535-5918.

Combined Federal Campaign Comes to Keyport

By Robert Jennings, CFC Coordinator

Take a ride on the *Bald Eagle!* You could be a winner for CFC.

Combined Federal Campaign (CFC) is ready to help you help others! It's that time of year to once again ask all Keyporters to give generously to the charities of your choice. And, you have a lot of choices!

This year's campaign runs from October 4 to November 12 with the same contribution goal as last year: $102,000. The theme "The Secret of Living is Giving" is very appropriate considering all of the powerful events that have touched so many of us in the past several years.

In 2003, Keyport generously gave $118,000 to CFC with just 20+ percent participation. Let's do even better this year!

We do want your money for charity, but we also want you to have a good time. Two campaign events got the "ball" rolling—or flying—across the Trophy Lake Golf Course on September 18, and on a Naval Base Kitsap Softball Diamond on September 24-25. If you missed these events, you are not out of the game. The 6th Annual Chili Dog Fest/Chili Cook-Off will be held at the Keyport Lagoon on October 5 from 11:30 to 12:30. It is the official "kick-off" event for Keyport. Last year's winner, Malena Wies, Code 41, will be defending her title with her "Okie Crude Chili." A panel of judges will award 1st, 2nd, and 3rd place honors, as well as "The Peoples Choice Award," voted on by all attendees. (*Pepto Bismol* will be awarded to all of the judges!)

Also new this year will be an "on-line" silent auction for lunch with CAPT Looney aboard the Captain's Gig (see top photo). He has graciously agreed to provide lunch for the winning bidder and eight of their guests aboard the *Bald Eagle* while cruising the bay. We will also be holding an "on-line" silent auction for at least one Adirondack chair generously donated to the campaign.

No talent to build beautiful furniture? Don't despair—win this Adirondack Chair for CFC!

CFC Event Results

Trophy Lake Golf Tourney (102 Golfers):

1st Place: Mike Burns, Don Fidel, Chris Keough, John Hausdorf

2nd Place: Raymond Cook, Ryan Cook, Sam McCraken, Kris McGaughey

3rd Place: Scott Minshull, Randy Cook, Pat Murphy, Abi Danesh, Katie Moyer

Longest Drive: 325 yards – John Hausdorf

Closest to Pin: 2 feet 2 inches – Steven Shelly

Naval Base Kitsap Softball Tourney (15 Teams):

1st Place: PSNS Safety Sluggers (Score 11-10)

2nd Place: NRMD-Radcon Training

3rd Place: PSNS Apprentices

4th Place: PSNS Shop 11

Best Playable Uniforms: PSNS Apprentices

Most Money Raised by One Team: PSNS Shop 17 Raised $700

Total Money Raised at Tourney: $1,500 (Net)

If your department is interested in sponsoring a fun event for CFC, get in touch with Robert Jennings, Keyport CFC Coordinator, at jenningsrs@kpt.nuwc.navy.mil or phone 360-315-3169. See: http://www.kpt.nuwc.navy.mil/employeeinfo/cfc/CFC_default.htm for additional information about this year's CFC Campaign.

Keynotes

Volume 40, No. 6
September 2004

CAPT Daniel Looney, USN, ***Commander***
Steve Lunde, ***Technical Operations Manager***
Van Stephens, ***Communications Officer***
Diane Jennings, ***Public Affairs Officer***
Marietta Atwater, ***Managing Editor***
Ron Krell, ***Technical Editor***
Mercidees Young, ***Copy Editor***
Marilyn Stiver, Helene Jensen, Pam Everhart, ***Graphic Design & Reproduction***
Shari Wood, ***Web Page Design***
John Brink, Bob Miller, Marietta Atwater, ***Photographers***

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Send correspondence to:
NUWC Division Keyport
Attn: Keynotes
610 Dowell St.
Keyport, WA 98345-7610

Phone 360-396-2758; DSN 744-2758
Fax 360-396-2387
Email atwater@kpt.nuwc.navy.mil

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